NONSUBSTANTIVE POLICY CHANGE: DATE

~4112.4P
4212.4P

PERSONNEL - CERTIFIED AND CLASSIFIED

HEALTH EXAMINATIONS

All employees are encouraged to keep themselves healthy so that they will be able to perform their duties effectively.

The Superintendent may require an independent medical examination of any employee by a physician selected by the Board, under the following conditions, subject to the limitations set forth, if any, in the applicable bargaining unit agreement:

a) whenever the Superintendent has grounds to believe that the performance of the employee is adversely affected by illness of any kind;

b) whenever the Superintendent has grounds to believe that the health/safety of students or other employees may be at risk due to the illness of an employee;

c) whenever the Superintendent has grounds to believe the employee may have abused sick leave or other leave policies;

d) as a condition of approval for a medically-related leave of absence such as sick leave, maternity leave, FMLA, or worker's compensation leave;

e) as a condition of approval for continuation or extension of such leave; and

f) as a condition of approval for return to duty from such leave.

Policy adopted: April 3, 2006
Policy revised: June 8, 2010
Policy revised: December 12, 2013

Policy revised: May 11, 2021

COLCHESTER PUBLIC SCHOOLS
Colchester, Connecticut